



## REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

### Revised 2026 Annual Objectives - Chief Executive Officer

**Date:** February 23, 2026  
**To:** Board of Directors, CreateTO  
**From:** Chief Executive Officer  
**Wards:** All

#### REASON FOR CONFIDENTIAL INFORMATION

---

This report deals with personal matters about an identifiable person and deals with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO.

#### SUMMARY

---

This report presents the revised 2026 annual objectives for the Chief Executive Officer, CreateTO for the review and approval of the Board of Directors, CreateTO.

The CreateTO - Human Resources Committee considered a draft list of 2026 annual objectives at their February 20, 2026 meeting. The Committee referred the item to staff with direction to report directly to the March 6, 2026 Board meeting with revised 2026 annual objectives that reflect the feedback received from the Committee.

#### RECOMMENDATIONS

---

The Chief Executive Officer, CreateTO recommends that:

1. The Board of Directors, CreateTO approve the revised 2026 annual objectives for the Chief Executive Officer, CreateTO as detailed in Confidential Attachment 1.
2. The Board of Directors, CreateTO direct that the information contained in Confidential Attachment 1 remain confidential in its entirety, as it deals with personal matters about

an identifiable person and with a proposed or pending acquisition or disposition of land by the Board of Directors, CreateTO.

## **FINANCIAL IMPACT**

---

There is no financial impact to CreateTO or its managed corporations as a result of the adoption of the recommendations in this report.

## **DECISION HISTORY**

---

At its meeting on February 20, 2026, the CreateTO - Human Resources Committee referred [Item RD1.4 - 2026 Annual Objectives - Chief Executive Officer](#) to CreateTO staff and requested staff report directly to the Board of Directors, CreateTO meeting on March 6, 2026 with updated 2026 Annual Objectives.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.RD1.4>

At its meeting on January 26, 2026, the Board of Directors, CreateTO adopted, with amendments, [Item RA23.9, Re-establishing the CreateTO - Human Resources Committee](#). In doing so, the Board re-established the Committee and amended the Terms of Reference. The mandate of the Committee includes the review and recommendation of annual objectives for the Chief Executive Officer.

<https://secure.toronto.ca/council/agenda-item.do?item=2026.RA23.9>

## **COMMENTS**

---

The Board of Directors, CreateTO must approve the Chief Executive Officer's annual objectives each year. Board fulfils this through the CreateTO - Human Resources Committee. The Committee's mandate includes the review and recommendation of annual objectives for the Chief Executive Officer and annually assessing their performance in meeting those objectives.

For the 2026 performance cycle, CreateTO - Human Resources Committee considered a draft list of 2026 annual objectives at their February 20, 2026 meeting. The Committee referred the item to staff with direction to report to the March 6 Board meeting with revised 2026 annual objectives that reflect the feedback received from the Committee.

Confidential Attachment 1 contains the revised recommended annual objectives for the Chief Executive Officer for 2026.

## **CONTACT**

---

Siri Agrell, Vice President, Corporate and Strategic Initiatives, CreateTO, 437-224-2996, [sagrell@createto.ca](mailto:sagrell@createto.ca)

**SIGNATURE**

---

Vic Gupta  
Chief Executive Officer

**ATTACHMENTS**

---

Confidential Attachment 1: Revised 2026 Annual Objectives - Chief Executive Officer